SRR93-1

WYOMING LABOR FORCE TRENDS

VOL. 26 NO. 6 JUN. 1989

TREND SETTERS

WYOMING	Mar '89	Apr '89
Labor Force	225,269	222,718
Employment	209,177	209,498
Unemployment	16,092	13,220
Rate (Raw)	7.1	5.9
Rate (S.A.)	5.9	5.5
Mining Hourly Wage	$13.97	$14.49
Avg. Weekly Hours:		
Mining	41.9	44.7
USA		
Rate (S.A.)	5.0	5.3
Mining Hourly Wage	$13.09	$13.05
Avg. Weekly Hours:		
Mining	41.9	43.0
Consumer Price Index		
All Urban (1982-1984 = 100)		
U.S. City Avg.	122.3	123.1
Year Change (U.S.)	+5.0	+5.1

S.A.-Seasonally Adjusted

IN THIS ISSUE:

- Wyoming Counties - A Ten Year Look
- Wyoming Unemployment Ranking Drops

NATIONAL UNEMPLOYMENT UP TO 5.3 PERCENT IN APRIL

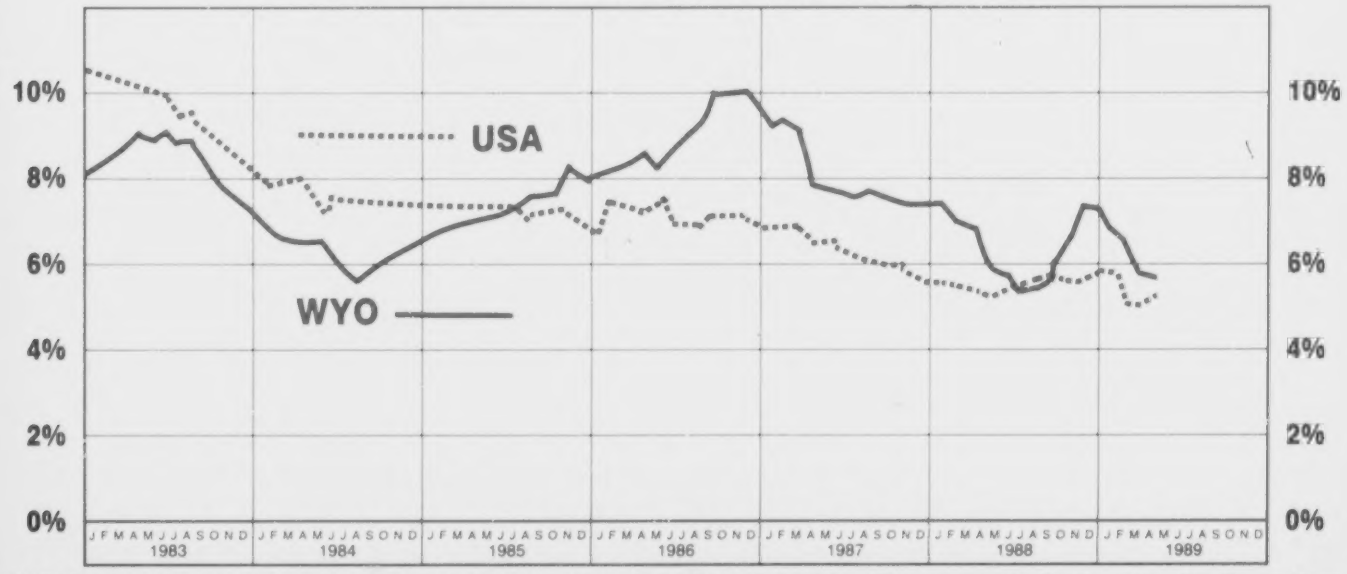
In April both the number of the unemployed and the civilian worker unemployment rate increased, after seasonal adjustment, offsetting much of the improvement that had occurred in February and March. The number of unemployed, at 6.5 million, increased by 420,000 over the month, and the adjusted civilian worker unemployment rate rose by 0.3 of a percentage point to 5.3 percent. The increase returned both figures to the levels that prevailed during the last quarter of 1988. Annual average unemployment for the nation stood at 5.5 percent in 1988, down from 6.2 percent in 1987.

National job growth continued in April, as civilian employment increased annually by 2.5 million workers to a level of 117.1 million, up 2.1 percent.

NATIONAL ECONOMY CONTINUES JOB EXPANSION

In April most of the annual national worker gain occurred in services (1.3 million), trade (902,000), manufacturing (316,000), and government (298,000). With the ex-

UNEMPLOYMENT RATE, WYOMING AND THE U.S. (S.A.)



WYOMING EMPLOYMENT SECURITY COMMISSION, Research & Analysis Section

Prepared in conjunction with U.S. Department of Labor, Bureau of Labor Statistics.

ception of manufacturing, these are all so-called service-producing industries. All other major industries were up except mining, down 9,000 workers annually in a continuing slump.

WYOMING UNEMPLOYMENT DROPS DRAMATICALLY IN APRIL

Wyoming's unemployment rate continued to drop dramatically in April, for the second consecutive month, to 5.9 percent, the lowest rate for April since 1982. Seasonally adjusted Wyoming unemployment, at 5.5 percent in April, compared favorably with the U.S. rate of 5.3 percent, and was down from the month-ago rate of 5.9 percent and the year-ago rate of 5.7 percent. The U.S. adjusted rate was at a 14 year low in March at 5.0 percent.

In March, the latest data available for the states, Wyoming ranked ninth highest in seasonally unadjusted unemployment at 7.1 percent. Louisiana ranked first with 9.6 percent, and New Hampshire continued at the bottom at 2.7 percent. In the Rocky Mountain region Colorado and Montana, at 7.3 and 7.7 percent, had slightly higher unemployment than Wyoming in March.

ANNUAL LABOR FORCE LOSSES CONTINUE IN MOST WYOMING COUNTIES

The April Wyoming Civilian Labor Force, at 222,700, continued down from the year ago total of 230,200. Total employment, jobholders, at 209,500 was at about the March level of 209,200, but continued below the year ago count of 215,900, a 3.0 percent decline. Only four Wyoming counties indicated a larger labor force in April than a year ago. The remaining 19 were plagued by annual labor force losses.

TRADE AND SERVICES REGISTER NOTABLE ANNUAL GROWTH

On the bright side of the Wyoming economy, trade and services had notable annual employment gains of 1,000 and 1,100 workers. Smaller annual gains were noted in the goods-producing industries of construction and manufacturing. Transportation & Public utilities was up 300 workers over the year, and Finance, Insurance & Real Estate remained unchanged. The remaining industries of mining and government indicated annual employment losses.

Wyoming appears to be following the national trend of employment growth being concentrated in the lower paying service-producing industries.

COUNTY HIGHLIGHTS

Niobrara, Albany, and Teton counties recorded the state's lowest unemployment rates at 3.3, 3.7, and 4.0 percent in April. Natrona County had the largest number of unemployed, about 1,890, with Laramie County close behind at over 1,710, with unemployment rates of 6.3 and 5.0 percent. Lincoln and Uinta counties continued with the highest rates of 9.2 and 9.0 percent.

WYOMING ANNUAL AVERAGE UNEMPLOYMENT RATE RANKING DROPS

Wyoming's all-states annual average unemployment rate ranking declined eight places in 1988 when compared to 1987. For 1987 Wyoming had an unemployment rate of 8.6 percent, and ranked seventh. For 1988 the annual average rate declined to 6.3 percent, and after comparing that rate to other states in the U.S., Wyoming ranked 15th.

Wyoming's 1988 annual average rate of 6.3 percent was lower than its neighbors - Colorado (6.4 percent), and Montana (6.8 percent). However, the state had a higher rate than Idaho (5.8 percent), Utah (4.9 percent), South Dakota (3.9 percent), and Nebraska (3.6 percent).

Louisiana had the highest 1988 annual average unemployment rate, 10.9 percent. The lowest rate was secured by New Hampshire with only 2.4 percent of its labor force looking for work.

STATE UNEMPLOYMENT RATES ANNUAL AVERAGES 1987 AND 1988

1988 Rank	State	1988 Rate	1987 Rate	1987 Rank
1	Louisiana	10.9	12.0	1
2	West Virginia	9.9	10.8	2
3	Alaska	9.3	10.8	3
4	Mississippi	8.4	10.2	4
5	Kentucky	7.9	8.8	6
6	New Mexico	7.8	8.9	5
7	Arkansas	7.7	8.1	10
8	Michigan	7.6	8.2	9
9	Texas	7.3	8.4	8
10	Alabama	7.2	7.8	12
11	Illinois	6.8	7.4	15
11	Montana	6.8	7.4	15
13	Oklahoma	6.7	7.4	15
14	Colorado	6.4	7.7	13
15	Arizona	6.3	6.2	25
15	**Wyoming**	**6.3**	**8.6**	**7**
17	Washington	6.2	7.6	14
18	Ohio	6.0	7.0	18
19	Georgia	5.8	5.5	31
19	Idaho	5.8	8.0	11
19	Oregon	5.8	6.2	25
19	Tennessee	5.8	6.6	19
23	Missouri	5.7	6.3	22
24	California	5.3	5.8	28
24	Indiana	5.3	6.4	20
26	Nevada	5.2	6.3	22
27	Pennsylvania	5.1	5.7	29
28	District of Columbia	5.0	6.3	22
28	Florida	5.0	5.3	34
30	Utah	4.9	6.4	20
31	Kansas	4.8	4.9	36
31	North Dakota	4.8	5.2	35
33	Iowa	4.5	5.5	31
33	Maryland	4.5	4.2	41
33	South Carolina	4.5	5.6	30
36	Wisconsin	4.3	6.1	27
37	New York	4.2	4.9	36
38	Minnesota	4.0	5.4	33
39	South Dakota	3.9	4.2	41
39	Virginia	3.9	4.2	41
41	Maine	3.8	4.4	40
41	New Jersey	3.8	4.0	44
43	Nebraska	3.6	4.9	36
43	North Carolina	3.6	4.5	39
45	Massachusetts	3.3	3.2	49
46	Delaware	3.2	3.2	49
46	Hawaii	3.2	3.8	45
48	Rhode Island	3.1	3.8	45
49	Connecticut	3.0	3.3	48
50	Vermont	2.8	3.6	47
51	New Hampshire	2.4	2.5	51

Source: U.S. Department of Labor, Bureau of Labor Statistics, ***Employment and Earnings, May, 1989.***

UINTA, WYOMING
1976-1986

Uinta County's 1986 population of 47,000 ranked third in the state.

PER CAPITA PERSONAL INCOME

In 1986 Uinta had a per capita personal income (PCPI) of $10,847. This PCPI ranked 20th in the state, and was 85 percent of the state average ($12,774) and 74 percent of the national average ($14,639). In 1976, Uinta's PCPI of $5,291 ranked 22nd in the state. The average annual growth rate of PCPI over the past ten years was 7.4 percent, more than the state average (6.3 percent) and less than the national average (8.2 percent).

TOTAL PERSONAL INCOME

In 1986 Uinta had a total personal income (TPI) of $230,972* This TPI ranked 11th in the state and accounted for 3.6 percent of the state total. In 1976, Uinta's TPI of $52,234* ranked third in the state. The average annual growth rate of TPI over the past ten years was 16.0 percent, more than the state average (9.0 percent) and more than the national average (9.3 percent).

EARNINGS BY INDUSTRY

Earnings of persons employed in Uinta increased from $36,188* in 1976 to $182,083 in 1986, an average annual growth rate of 17.1 percent. The largest industries in 1986 were state and local government, which accounted for 20.8 percent of earnings; mining, 20.5 percent; and services, 14.2 percent. In 1976, the largest industries were state and local government, with 23.4 percent of earnings; retail trade, 19.9 percent; and services, 13.4 percent. Of the industries that accounted for at least 5 percent of earnings in 1986, the slowest growing from 1976 to 1986 was retail trade (10.5 percent of earnings in 1986), which increased at an average annual rate of 10.2 percent; the fastest was mining, which increased at an average annual rate of 36.7 percent.

WASHAKIE, WYOMING
1976-1986

Washakie County's 1986 population of 10,800 ranked 15th in the state.

PER CAPITA PERSONAL INCOME

In 1986 Washakie had a per capita personal income (PCPI) of $11,157. This PCPI ranked 18th in the state, and was 87 percent of the state average ($12,774) and 76 percent of the national average ($14,639). In 1976, Washakie's PCPI of $6,003 ranked 15th in the state. The average annual growth rate of PCPI over the past ten years was 6.4 percent, more than the state average (6.3 percent) and less than the national average (8.2 percent).

TOTAL PERSONAL INCOME

In 1986 Washakie had a total personal income (TPI) of $111,345* This TPI ranked 16th in the state and accounted for 1.7 percent of the state total. In 1976, Washakie's TPI of $50,216 ranked 16th in the state. The average annual growth rate of TPI over the past ten years was 8.3 percent, less than the state average (9.0 percent) and less than the national average (9.3 percent).

EARNINGS BY INDUSTRY

Earnings of persons employed in Washakie increased from $40,208* in 1976 to $76,424* in 1986, an average annual growth rate of 6.6 percent. The largest industries in 1986 were state and local government, which accounted for 16.6 percent of earnings; services, 15.5 percent; non-durable goods manufacturing, 11.9 percent; and, transportation and public utilities, 9.7 percent. In 1976 the largest industries were services, with 16.0 percent of earnings; retail trade, 11.9 percent; non-durable goods manufacturing, 11.8 percent; and state and local government, 11.4 percent. Of the industries that accounted for at least 5 percent of earnings in 1986, the slowest growing from 1976 to 1986 was retail trade (8.8 percent of earnings in 1986), which increased at an average annual rate of 3.4 percent; the fastest was durable goods manufacturing (6.9 percent of earnings in 1986), which increased at an average annual rate of 27.7 percent.

*All income estimates with the exception of PCPI are in thousands of dollars.

CONSUMER PRICE INDEX - (1982-1984 = 100)
ALL URBAN

	ALL ITEMS	FOOD & BEVERAGE	HOUSING	ENTER-TAINMENT	APPAREL & UPKEEP	TRANSP.	MEDICAL
April 1989	123.1	124.0	121.6	125.4	120.9	114.6	146.8
Annual % Change	5.1	6.3	3.7	4.8	3.3	6.9	7.2

Source: Bureau of Labor Statistics.

Table 1

WYOMING ECONOMIC INDICATORS

ITEM	APR 1989[1]	MAR 1989[1]	APR 1988[2]	Percent change From A Month Ago	Percent change From A Year Ago
WYOMING EMPLOYMENT DATA					
Total Civilian Labor Force	222,718	225,269	230,197	- 1.1%	- 3.2%
Unemployment	13,220	16,092	14,301	-17.8%	- 7.6%
Employed Labor Force	209,498	209,177	215,896	0.2%	- 3.0%
a. Covered Employment (Under Wyo. UI Law)[3]	169,400	165,600	169,424	2.3%	0.0%
b. Agriculture[3]	13,675	10,386	13,437	31.7%	1.8%
Total Unemployment Rate (Wyo.) Seas. Adj.*	5.9% 5.5%*	7.1% 5.9%*	6.2% 5.7%*	XXX	XXX
Total Unemployment Rate (U.S.) Seas. Adj.*	5.1% 5.3%*	5.2% 5.0%*	5.3% 5.5%*	XXX	XXX
Insured Unemployment Rate (Wyo.)[4]	2.6%	3.4%	3.0%	XXX	XXX
HOURS & EARNINGS					
Mining (Production Workers):					
Average Weekly Earnings	$ 647.70	$ 585.34	$ 652.39	10.7%	- 0.7%
Average Weekly Hours	44.7	41.9	44.2	6.7%	1.1%
Average Hourly Earnings	$ 14.49	$ 13.97	$ 14.76	3.7%	- 1.8%
UNEMPLOYMENT INSURANCE					
Claims Filed in Local Offices	20,428	26,799	23,247	-23.8%	-12.1%
a. Initial	2,355	2,804	2,785	-16.0%	-15.4%
Weeks Compensated	15,880	23,260	18,318	-31.7%	-13.3%
Total Amount Benefits Paid	$ 2,491,024	$ 3,668,019	$ 2,795,259	-32.1%	-10.9%
Average Weekly Benefit Payment	$ 156.21	$ 157.07	$ 152.28	- 0.5%	2.6%
EMPLOYMENT SERVICE					
New Applications Received During Month	N.A.	N.A.	N.A.	XXX	XXX
Non-Ag. Openings Received	N.A.	N.A.	N.A.	XXX	XXX
Non-Ag. Placements	N.A.	N.A.	N.A.	XXX	XXX
UNITED STATES DATA					
HOURS & EARNINGS					
Mining (Production Workers):					
Average Weekly Earnings	$ 561.15	$ 548.47	$ 539.25	2.3%	4.1%
Average Weekly Hours	43.0	41.9	42.8	2.6%	0.5%
Average Hourly Earnings	$ 13.05	$ 13.09	$ 12.60	- 0.3%	3.6%
PRICE INDEXES					
Consumer Price Index 1982-84 = 100	123.1	122.3	117.1	0.7%	5.1%
Producer Prices, All Commodities 1982-84 = 100	112.3	111.5	105.8	0.7%	6.1%
Food and Beverage 1982-84 = 100	124.0	123.3	116.7	0.6%	6.3%

[1] Preliminary. [2] Final. [3] Not Benchmarked to the Current Population Survey. [4] Rate does not include claimants receiving benefits under extended benefit provisions.

Source: Wyoming Employment Security Commission and Bureau of Labor Statistics.

Table 2

WYOMING
CIVILIAN LABOR FORCE & UNEMPLOYMENT

(Prepared in Cooperation with U.S. Bureau of Labor Statistics)

COUNTY	LABOR FORCE					UNEMPLOYMENT			UNEMPLOYMENT RATE		
	APR 1989	MAR 1989	APR 1988	%CHANGE MAR-APR	%CHANGE APR-APR	APR 1989	MAR 1989	APR 1988	APR 1989	MAR 1989	APR 1988
Statewide	222,718	225,269	230,197	- 1.1	- 3.2	13,220	16,092	14,301	5.9	7.1	6.2
Statewide Seasonally adjusted									5.5	5.9	5.7
Albany	14,395	14,287	15,650	0.8	- 8.0	531	577	571	3.7	4.0	3.6
Big Horn	5,171	5,039	5,001	2.6	3.4	341	420	408	6.6	8.3	8.2
Campbell	14,558	14,877	15,286	- 2.1	- 4.8	1,129	1,365	963	7.8	9.2	6.3
Carbon	6,762	6,999	7,458	- 3.4	- 9.3	445	586	609	6.6	8.4	8.2
Converse	5,337	5,431	5,586	- 1.7	- 4.5	347	463	426	6.5	8.5	7.6
Crook	2,775	2,709	2,917	2.4	- 4.9	167	233	183	6.0	8.6	6.3
Fremont	15,735	16,131	15,866	- 2.5	- 0.8	1,127	1,547	1,304	7.2	9.6	8.2
Goshen	5,968	5,722	6,297	4.3	- 5.2	290	346	431	4.9	6.0	6.8
Hot Springs	2,794	2,715	3,018	2.9	- 7.4	118	117	130	4.2	4.3	4.3
Johnson	3,413	3,275	3,450	4.2	- 1.1	152	217	192	4.5	6.6	5.6
Laramie	34,901	34,841	35,597	- 2.4	- 4.5	1,712	2,124	1,684	5.0	6.1	4.7
Lincoln	5,412	5,322	5,803	1.7	- 6.7	499	561	453	9.2	10.5	7.8
Natrona	29,734	30,463	30,257	- 2.4	- 1.7	1,888	2,223	1,921	6.3	7.3	6.3
Niobrara	1,263	1,211	1,537	4.3	-17.8	42	81	91	3.3	6.7	5.9
Park	12,447	12,363	12,519	0.7	- 0.6	592	761	732	4.8	6.2	5.8
Platte	4,679	4,484	4,450	4.3	5.1	251	284	269	5.4	6.3	6.0
Sheridan	12,957	12,882	12,387	0.6	4.6	568	731	628	4.4	5.7	5.1
Sublette	2,423	2,421	2,582	0.1	- 6.2	164	191	201	6.8	7.9	7.8
Sweetwater	17,930	18,422	18,916	- 2.7	- 5.2	1,252	1,495	1,392	7.0	8.1	7.4
Teton	8,887	9,242	8,689	- 3.8	2.3	353	270	456	4.0	2.9	5.2
Uinta	8,737	8,986	9,235	- 2.8	- 5.4	786	862	785	9.0	9.6	8.5
Washakie	4,090	4,117	4,393	- 0.7	- 6.9	243	348	291	5.9	8.5	6.6
Weston	3,250	3,330	3,302	- 2.4	- 1.6	223	291	180	6.9	8.7	5.5
United States									5.1	5.2	5.3
United States Seasonally adjusted									5.3	5.0	5.5

*The data contained in this table includes updated procedures mandated by the U.S. Department of Labor, Bureau of Labor Statistics. In addition The 1985 data has been benchmarked to the Current Population Survey as conducted in Wyoming.

NON-FARM WAGE & SALARY EMPLOYMENT IN WYOMING [1]

Table 3

(Prepared in Cooperation with U.S. Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT (In thousands)			% Change in Total Emp.	
	APR 1989[2]	MAR 1989[1]	APR 1988	MAR 1989	APR 1988
	Total	Total	Total	to APR 1989	to APR 1989
WYOMING NON-FARM WAGE & SALARY EMPLOYMENT					
Total Non-Farm Wage & Salary Employment	179.3	178.2	180.5	0.6%	- 0.7%
Manufacturing	9.0	9.1	8.5	- 1.1%	5.9%
Durable Goods	4.1	4.1	3.8	0.0%	7.9%
Nondurable Goods	4.9	5.0	4.7	- 2.0%	4.3%
Petroleum & Coal Products	0.9	0.9	0.9	0.0%	0.0%
Total Non-Manufacturing Employment	170.3	169.1	172.0	0.7%	- 1.0%
Mining	17.8	17.8	17.9	0.0%	- 0.6%
Contract Construction	9.4	8.7	9.2	8.1%	2.2%
Transportation & Public Utilities	13.6	13.6	13.3	0.0%	2.3%
Railroad Transportation	2.0	2.0	1.9	0.0%	5.3%
Transportation except Railroads	5.8	5.8	5.6	0.0%	3.6%
Comm., Elect., Gas & Sani. Serv.	5.8	5.8	5.8	0.0%	0.0%
Wholesale & Retail Trade	41.2	41.0	40.2	0.5%	2.5%
Wholesale Trade	6.9	6.9	6.9	0.0%	0.0%
Retail Trade	34.3	34.1	33.3	0.6%	3.0%
Food Stores	5.2	5.1	5.0	2.0%	4.0%
Automotive Dealers & Serv. Stat	5.5	5.6	5.4	- 1.8%	1.9%
Eating & Drinking Places	12.9	12.5	12.5	3.2%	3.2%
Finance, Insurance & Real Estate	7.2	7.3	7.2	- 1.4%	0.0%
Services	32.2	32.0	31.1	0.6%	3.5%
Personal Services	1.9	1.9	1.8	0.0%	5.6%
Medical & Other Health Services	6.9	6.9	6.9	0.0%	0.0%

(See Footnotes at End of Table)

NON-FARM WAGE & SALARY EMPLOYMENT IN WYOMING [1]

Table 3 (Cont'd) *(Publication of Cheyenne data is not sanctioned by the Bureau of Labor Statistics)*

INDUSTRY	EMPLOYMENT (In thousands)			% Change in Total Emp.	
	APR 1989[2]	MAR 1989[3]	APR 1988	MAR 1989	APR 1988
	Total	Total	Total	to APR 1989	to APR 1989
CASPER (Natrona County)					
TOTAL NON-FARM WAGE & SALARY EMPLOYMENT	27.2	27.0	26.6	0.7%	2.3%
Manufacturing	1.5	1.4	1.3	7.1%	15.4%
Nondurable Goods	0.7	0.7	0.7	0.0%	0.0%
Petroleum & Coal Products	0.3	0.3	0.4	0.0%	-25.0%
Total Non-Manufacturing Employment	25.7	25.6	25.3	0.4%	1.6%
Mining	2.7	2.6	2.6	3.9%	3.9%
Oil & Gas Extraction	2.5	2.4	2.4	4.2%	4.2%
Other Mining, Quarrying, etc.	0.2	0.2	0.2	0.0%	0.0%
Contract Construction	1.5	1.5	1.4	0.0%	7.1%
Transportation & Public Utilities	1.8	1.8	1.8	0.0%	0.0%
Wholesale & Retail Trade	7.6	7.6	7.5	0.0%	1.3%
Wholesale Trade	2.1	2.1	2.1	0.0%	0.0%
Retail Trade	5.5	5.5	5.4	0.0%	1.9%
Finance, Insurance & Real Estate	1.3	1.3	1.4	0.0%	- 7.1%
Services	5.7	5.7	5.6	0.0%	1.8%
Government	5.1	5.1	5.0	0.0%	2.0%
Federal Government	0.7	0.7	0.7	0.0%	0.0%
State & Local Government	4.4	4.4	4.3	0.0%	2.3%
CHEYENNE (Laramie County)					
TOTAL NON-FARM WAGE & SALARY EMPLOYMENT	29.8	29.7	29.9	0.3%	- 0.3%
Manufacturing	1.3	1.3	1.3	0.0%	0.0%
Total Non-Manufacturing Employment	28.5	28.4	28.6	0.4%	- 0.4%
Contract Construction	1.3	1.3	1.5	0.0%	-13.3%
Transportation & Public Utilities	2.9	2.9	2.8	0.0%	3.6%
Wholesale & Retail Trade	6.8	6.8	6.8	0.0%	0.0%
Wholesale Trade	0.8	0.8	0.8	0.0%	0.0%
Retail Trade	6.0	6.0	6.0	0.0%	0.0%
Finance, Insurance & Real Estate	1.8	1.8	1.9	0.0%	- 5.3%
Services	5.5	5.4	5.5	1.9%	0.0%

[1] Estimates include all full and part-time wage and salary workers in non-ag establishments who worked or received pay during the week which includes the 12th of the month. Proprietors, self-employeds, domestic servants and personnel of the armed forces are excluded. [2] Subject to revision. [3] Revised figures.

RETURN IN 5 DAYS TO
Employment Security Commission of Wyoming
P O BOX 2760
CASPER WYOMING 82602

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE $300

POSTAGE AND FEES PAID
EMPLOYMENT SECURITY MAIL
LAB 449

U.S.MAIL

T0155
Congressional Information Service, Inc.
4520 East-West Highway
Bethesda, MD 20814

WYOMING
LABOR MARKET INFORMATION

WYOMING LABOR FORCE TRENDS

The *Wyoming Labor Force Trends* is published monthly by the Research and Analysis Section of the Wyoming Employment Security Commission.

Dick Sadler, Executive Director
Bill Davis, Chief, Research and Analysis
Gordon Wolford, Statistical Analyst
Mike Paris, Statistical Analyst

Please send comments, questions or address changes to Wyoming Employment Security Commission, Research and Analysis Section, P.O. Box 2760, Casper, WY 82602, Ph. (307) 235-3643.

Material in this publication is in the public domain and may be reproduced without special permission. We request, however, that statements not be quoted out of context or data presented in such a way as to mislead and that credit source be given.

ISSN 0512-4409